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National Child Labor Committee

INCORPORATED

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The National
Child Labor Committee
and Its Work

By EVERETT W. LORD

New York, 1909

OBJECTS

TO PROMOTE THE WELFARE OF SOCIETY, WITH
RESPECT TO THE EMPLOYMENT OF CHILD-
REN IN GAINFUL OCCUPATIONS.

TO INVESTIGATE AND REPORT THE FACTS
CONCERNING CHILD LABOR.

TO RAISE THE STANDARD OF PUBLIC OPINION
AND PARENTAL RESPONSIBILITY WITH
RESPECT TO THE EMPLOYMENT OF CHILD-
REN.

TO ASSIST IN PROTECTING CHILDREN BY
SUITABLE LEGISLATION AGAINST PRE-
MATURE OR OTHERWISE INJURIOUS
EMPLOYMENT, AND THUS TO AID IN
SECURING FOR THEM AN OPPORTUNITY
FOR ELEMENTARY EDUCATION AND PHYS-
ICAL DEVELOPMENT SUFFICIENT FOR THE
DEMANDS OF CITIZENSHIP AND THE
REQUIREMENTS OF INDUSTRIAL EFFI-
CIENCY.

TO AID IN PROMOTING THE ENFORCEMENT OF
LAWS RELATING TO CHILD LABOR.

CO-ORDINATE, UNIFY AND SUPPLEMENT
THE WORK OF STATE OR LOCAL CHILD
LABOR COMMITTEES, AND ENCOURAGE
THE FORMATION OF SUCH COMMITTEES
WHERE THEY DO NOT EXIST.

The National Child Labor Committee and Its Work

CHILD LABOR IN THE UNITED STATES

For more than thirty years there have been occasional warnings of the great increase of child labor in this country, but until the publication of the census figures of 1900 few people realized the extent of this evil. These figures, which showed that in 1900 there were 1,750,178 children, or nearly one in every six children between the ages of ten and sixteen years in the United States engaged in gainful occupations, revealed the startling extent of the number of working children in this country. This number included agricultural workers, who may be presumed to suffer least from the effects of premature labor, but it did not include the thousands of children under ten years of age who are engaged in various gainful occupations, such as selling newspapers and merchandise of various sorts in the city streets or working in sweatshops and tenement workshops. No current official figures are available, but a conservative estimate, including children under ten years of age and providing for the increase which has taken place since 1900, puts the present number of working children under sixteen years of age at two millions.

With our paralleled industrial development this condition of affairs has come into existence. The rapid growth of the evil is indicated by the fact that the army of child workers increased during the twenty years from 1880 to 1900 six per cent faster than did the population of the country, and twelve per cent faster than the total number of children of corresponding ages increased.

These facts had only to be made known and their startling significance started to awaken our people to action. The history of child labor in England with its woeful results gave sufficient warning that unless the evil were promptly exterminated in this country we should suffer in the same way.

ORGANIZATION OF THE NATIONAL CHILD LABOR COMMITTEE

In order to acquaint the public with the actual conditions and to secure effective action, the National Child Labor Committee was organized.

The need for a national organization was first felt in the South, which was, and still is, the greatest sufferer. The new industrial activity in the southern states had to contend with the short-sighted policy which claims that to meet modern industrial conditions it is necessary to harness the child to the machine. A group of men in Alabama organized a child labor committee in that state, and after a hard fight secured in 1903 a law which set the highest standard then attained by any of the manufacturing states

331.3
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of the South. In that fight the Alabama committee had to face not only their opponents in Alabama, but also the tremendous opposition of northern capitalists whose funds were invested in the mills of the state. They had to meet also the question of interstate competition, for a high standard in any one state may seem to react to the favor of neighboring states with lower standards. Thus it was realized that only a national organization could do the needed work, and accordingly in April, 1904, representative citizens from all parts of the country met in New York and organized the National Child Labor Committee.

MEMBERSHIP OF THE COMMITTEE

The personnel of this Committee is in itself a proof of the universality of its appeal. North and South, East and West, church and state, labor and capital, education and philanthropy, American manhood and womanhood, all are here united as they could probably be united for no other purpose. The Committee has forty-five members, and a board of fifteen trustees who actively direct its operations. There is also an associate membership, made up of men and women who desire to show their sympathy with the work, to keep in touch with current conditions through the literature published by the Committee and to give it their moral and financial support. This associate membership is open to everyone who may wish to assist in the work.

METHODS OF WORK

From the time of its organization it has been the purpose of the National Child Labor Committee to secure accurate information in regard to existing conditions. Its members realize that nothing can be accomplished through exaggeration or misrepresentation. It makes no indiscriminate attacks on employers, nor does it intend unfairly to impute ignorance to parents or lack of interest or efficiency to educators. In its effort to find and remove permanent causes it deals less with surface disturbances than with the deeper currents. It aims to convince the American public that child labor is not only a crime against the child and against society but that it is built upon an economic fallacy. It acts as a sort of national steering committee, working in association with state and local committees and with private and official agencies everywhere. Its task is great, requiring patience, time and extensive resources for its successful accomplishment. It is not enough that legislators be interested to the extent of passing perfunctory laws prohibiting various forms of child labor. A lively public interest must be awakened in order that these laws shall receive public support, and that their infringement may not be overlooked.

PUBLICITY

In the five years since the Committee was organized annual conferences on child labor have been held in New York, Washington, Cincinnati, Atlanta and Chicago. At these

meetings eminent speakers and practical workers have been present, and great interest in the subject of child labor has been aroused. Valuable reports upon child labor in different industries—in coal mines, in cotton mills, north and south, in glass houses, in department stores, in street trades and in many other occupations—have been given. The addresses and reports, published in book form, make each year a volume of great practical value to those who desire to know the exact situation and what is being done by the opponents of child labor. In addition to the annual volumes, the Committee has published and distributed a large number of pamphlets. Meetings have been addressed by officers or representatives of the Committee in nearly every state in the Union, and constant correspondence has been carried on with officials and others interested in the work.

ORGANIZATION

The central office of the Committee is in New York City, and district offices have been established in Atlanta, Boston and Cincinnati. The secretaries in charge of these district offices aid state and local committees within their respective districts in arousing a healthy public sentiment and securing efficient legislation and satisfactory enforcement of law.

LEGISLATION

The Committee has aided in securing legislation in nearly every state, until at the present time there are but two with no child

labor law. The active and associate members of the Committee throughout the country did strenuous work to induce Congress to pass a child labor law for the District of Columbia in the spring of 1908. Realizing that enactments forbidding the employment of children meet the situation only in a negative way, the Committee has strongly backed every effort for more effective educational laws, for compulsory school attendance, and for the promotion of industrial education. It has directed the campaign for the creation of a Children's Bureau at Washington, where all the problems of the youth of the country may receive governmental attention.

THE OUTLOOK

There is yet much to be done. Many problems in connection with the general problem of child labor must be considered, and solutions found. Cases of actual poverty, often urged in palliation of the employment of children, must be provided for, and when possible their causes discovered and removed. In many of our larger cities provision has been made by women's clubs or other organizations for industrial scholarships allotted to actually needy children taken from gainful occupations and returned to the public schools. Cases of this nature deserve attention in every city, and private agencies should so arrange that relief may be given without causing the family to resort to an appeal for public or private charity. The great need for industrial edu-

cation must be made apparent to our people. The thousands of immigrants entering our doors every year must be taught that their children cannot grow up in this country without receiving a practical education which will enable them to become worthy American citizens. Most important of all, perhaps, is the continual vigilance without which no legislation, however good in itself, can be made effective.

PUBLIC INTEREST THE REMEDY

Recent events have strikingly shown that public interest is sufficient to overcome and correct deep-rooted evils. Because a public crusade against child labor is necessary, the National Child Labor Committee is in the field. It is furnishing information and harmonizing and co-ordinating the efforts of those powerful makers of public opinion—churches, schools, organized labor, women's clubs, political parties, officials and the press. It is securing the necessary data and widening its channels of communication with all parts of the country. In this work it has deserved and is receiving the support of good citizens in every state.

For the sake of saving the American child from commercial exploitation, for the purpose of introducing him to a new and brighter outlook for industrial efficiency, for the uplift of the race and the protection of the home the National Child Labor Committee takes a firm stand and confidently appeals for support.

THE EXTENSION OF THE WORK

The National Child Labor Committee relies entirely upon the good-will of the public for funds to carry on its work. Its success has been due to the support given by its members, and a greater degree of success can be realized as rapidly as the work can be extended. Every reader is invited to become a member and have a share in the work of the Committee; contributions in any amount can be used to the great and direct advantage of the children of America.

CLASSES OF MEMBERS

Associate Members contribute from \$2.00 to \$25.00 annually.

Sustaining Members contribute from \$25.00 to \$100.00 annually.

Guarantors contribute \$100.00 or more annually.

All classes of members receive all the publications of the Committee, including the annual volume of addresses and reports.

Checks should be made payable to V. Everit Macy, Treasurer. Contributions and enrollments may be sent to the General Secretary or to the Secretary of the district in which the contributor resides.

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INCORPORATED

105 EAST 22ND STREET
NEW YORK CITY

A SIX YEARS' BATTLE FOR THE WORKING CHILD

By OWEN R. LOVEJOY



New York, December, 1910

A SIX YEARS' BATTLE FOR THE WORKING CHILD*

BY OWEN R. LOVEJOY

(General Secretary National Child Labor Committee)

SIX years ago the awakened interest of the American people in the abolition of child labor took definite form in the organization of the National Child Labor Committee. The objects of this committee, briefly stated at its organization, are:

- To promote the welfare of society, with respect to the employment of children in gainful occupations.
- To investigate and report the facts concerning child labor.
- To raise the standard of public opinion and parental responsibility with respect to the employment of children.
- To assist in protecting children by suitable legislation against premature or otherwise injurious employment, and thus to aid in securing for them an opportunity for elementary education and physical development sufficient for the demands of citizenship and the requirements of industrial efficiency.
- To aid in promoting the enforcement of laws relating to child labor.
- To coördinate, unify and supplement the work of state or local child labor committees, and encourage the formation of such committees where they do not exist.

* Reprinted from Nov. 1910—*Review of Reviews*.

The problem of emancipating the toiling children of our country was stupendous, and the committee recognized that its work must be carefully confined within definite limits. The name was chosen advisedly. The committee did not seek to be a permanent association with extensive machinery and material assets which might serve at times as a source of strength; at other times as an impediment to progress. It deliberately chose to be a committee.

Following the usual policy of committees, when it has reached conclusions upon all or any of its objects it immediately rises to report. It recognizes the temporary nature of its organic life and eagerly seeks the fulfillment of that mission which will make it unnecessary for the committee longer to exist. An obligation to the American public is taken which will be fulfilled when child labor has ended, and the public moves that the report be accepted and the committee discharged.

The standards of protection to which the public is invited to rally are:

First, recognition of the right to a free childhood to the extent that all children under fourteen years of age shall be eliminated from problems of competitive industry.

Second, recognition that the State is natural guardian and protector of all minor children and that the labor of all minors should be regulated in harmony with practicable standards of safety and expediency.

We recognize that the fourteenth birthday is an arbitrary line to draw, and note with deep interest the researches of eminent pediatricians for classification of children by physiological age tests. But since no agreement has yet been reached by these students as to just what constitutes an adequate test, we regard it safe to proceed upon the well-established basis of common knowledge that the overwhelming majority of children do not develop before the fourteenth

birthday and that the more tardy may be safely cared for by the additional physical tests required.

A Working Program.

A program on which it would seem possible to unite might reasonably contain the following standards:

(1) That no child between fourteen and sixteen years of age shall be employed at night or for a longer period than eight hours a day, nor in an occupation known to be dangerous to life, health, or morals

(2) That no such child shall be employed unless satisfactory evidence is given that he has a normal physical development;

(3) That before employment he shall have been given an opportunity to lay at least the foundations of an American education;

(4) That children above fourteen and under twenty-one years of age shall be guaranteed by suitable laws against specific employments under circumstances that would menace the welfare of society, the restrictions to be graded according to the degree of hazard involved.

Efforts must also be made to secure suitable compulsory school laws in harmony with child labor laws to guarantee against truancy and idleness.

The constructive policy of the committee includes coöperation with educators and public-spirited citizens in the development of practical industrial training as an essential feature of our system of public education. Schooling of the child must become part of his life and there must be such a classification of occupations that the aimless drift from one occupation to another shall end and children ultimately find in a corps of well-equipped vocational counselors the advice they need to get them into industries adapted to

their present interest and future development. For we believe it is as clearly our duty in "promoting the welfare of society with respect to the employment of children" to see that the proper child is properly stationed in a road that leads to industrial self-support, as to protect against improper, injurious, or unpromising employment.

How the Fight Began.

At its organization the committee faced a condition which revealed the necessity for pioneering in most elementary principles, despite the fact that the country was well advanced in other forms of child welfare. Children of very tender years were found employed in varieties of industry too numerous to catalogue. From the imperfect returns possible for the Census to collect, it was evident that the volume of child employment was increasing far more rapidly than the population. Eyewitnesses were presenting from pulpit, press, and platform frequent tales of the maiming or death of little toilers crushed in the very act of their industrial sacrifice. While deliberate and wanton cruelty to children was being well controlled, a large body of our most highly respected citizens, contributors to local charities and influential in social and religious circles, sincerely defended child labor on the ground that work is always a blessing and idleness a curse. Stalwart men in high places who had come up through a childhood of hard work and privation were held before us as proof of the advantage of hard toil.

A number of commonwealths had no law whatever regulating employment of children. A still larger number had laws of the most rudimentary character and with no semblance of machinery for enforcement. A third group had enacted laws fairly comprehensive in scope and providing for an enforcing agency, but without a public sentiment to supply the atmospheric pressure under which such departments can do

effective work. In less than ten States was anything like an adequate method of meeting the ever-increasing problem of child labor comparable to systems long since established in such European countries as England, Germany, France, Holland, and Scandinavia, and America was apparently plunging headlong into a policy of child exploitation following closely in outline but exceeding in volume that of these older countries.

In facing such a situation the committee believed that its policy was not unscientific. It did not minimize the importance of exhaustive research into every phase of the questions involved. But it elected to utilize such information as was available and proceed in a militant campaign against an obvious social abuse, relying on the efforts of serious, scientific students in this field as well as upon its own experiences further to shape its policy as it proceeded.

Physical Dangers in Child Labor.

This can best be discussed by means of a few concrete illustrations. A recent annual report of the Department of Mines in Pennsylvania showed that in one branch of the industry, viz.: slate picking in the coal breaker, the ratio of fatalities and accidents to boys sixteen years of age and under was 300 per cent. higher than to adults and minors above sixteen. At about the same time the annual report covering all industries under the jurisdiction of the Indiana Department of Factory Inspection showed the physical risk of children sixteen years of age and under to be 250 per cent. above that of other workers; while a report of the same order in Michigan showed 450 per cent. against the child. But few other states contain any statistical information upon which percentages of accident to children can be based and reports of the Federal Government give no available information.

What should a child labor committee do? It was possible, on the one hand, to organize a

corps of scientific investigators, stationed at a sufficient number of industrial plants to form an adequate basis for statistical computation. These investigators might have studied the various processes and the relative danger in each; might have discovered to what extent accident was due to the worker's inability to understand orders in English; to what extent due to physical abnormality; or to excessive hours of labor, climatic conditions, carelessness, and other causes. A study of this character conducted through a series of five or ten years would give for all time a mirror of the industrial hazard of child-life in America, the value of which cannot be over-estimated. The study should be made and is an appropriate function of a government which regards the physical well-being of its citizenship a paramount asset. But so large a task is not incumbent upon any privately maintained organization.

Obviously, however, something should be done, and the committee agreed substantially to the following: The youth is less cautious than the adult, therefore more susceptible to unusual dangers; information gathered through many years in older industrial civilizations demonstrates the excessive hazard to which working children are exposed; reports from the few commonwealths in America which offer a basis for computation corroborate this testimony; popular rumor indicates that scarcely a day passes without the sacrifice of some little child worker to the ranks of the crippled or to an untimely death. Therefore, leaving to industrial experts and medical scientists the more satisfying task of research to determine the exact extent and proportion of accidents to working children, we dedicate ourselves to the humbler task of arousing public interest and securing legislation against this sacrifice on the assumption that children under sixteen years are unsafe industrial risks and that child labor in certain specific dangerous occupations may without injury to society be suspended.

Night Labor.

We believe no scientific report has been submitted to show the percentage of children injured by employment at night compared with those employed by day. However, practically every physician will unhesitatingly affirm that during youth and adolescence the human being should be guarded against unusual exposure, should be guaranteed regular hours of rest, recreation and feeding, and we believe it the general opinion of mankind that daylight is better adapted to labor and the hours of night to rest than vice versa. When, therefore, we found children ten years of age and under working from ten to twelve hours a night in Southern cotton mills; saw little boys under fourteen years coming from the over-heated glasshouse at two or three o'clock on raw winter mornings, careless of their exposure; saw groups of little newsboys and other street traders sleeping in the alleys and courts of our great cities after the exactions of their night labor, and learned from reports in New York and other cities of the high percentage of defective vision among school children, while as a matter of common knowledge many were spending from one to six hours every night on fine needlework or kindred occupation in dimly lighted and unventilated tenement rooms, we believed it a safe assumption that a campaign should be waged for prohibition of industrial employment of all children under sixteen years at night.

The Eight-Hour Day.

The same may be said of the campaign for an eight-hour workday for children. Our Federal Government is on record in favor of a maximum of eight hours for the daily labor of men; so are several states, both in relation to state contracts and in the treatment of convicts in reformatories and penitentiaries. The trade-union is openly committed to it, and scientific discovery

of the toxin of fatigue is giving promise of the same protection to women. Obviously a day long enough for adult men and women is not too short for undeveloped children.

There is a widespread complaint against confinement of children in poorly ventilated school-rooms in a day of physical inactivity. The development of manual arts, the open-air class room and other modern improvements promise rapidly to reduce this evil. But, if confinement in a schoolroom is injurious, what of the factory where often the processes of child labor also compel physical inaction at the almost automatic machine? Under the most objectionable conditions the child is confined in school 1,000 hours annually. In Massachusetts the factory child is confined 3,120 hours a year, and in New York, where the eight-hour day prevails, he is still subjected to 2,496 hours of confinement.

The Night Messenger.

Rumors had reached the office for some time of the demoralized condition of boys in night messenger service. Following up these reports it was discovered that a substantial percentage of this work is in catering to the desires of the most vicious elements in our cities. An investigation was conducted in some thirty cities of nine states last winter, which substantiated the earlier reports of extreme demoralization of night messenger boys. Whether these same boys show a higher percentage of physical wreckage, moral breakdown, or industrial inefficiency than a like number in similar circumstances but not night messengers, we have not determined.

One Industrial School in New York State shows that, of 378 inmates examined, 59 had been at one time night messengers; that in a similar institution in Ohio, of 1125 boys 138 had been night messengers and many had records of social offenses dark enough for barbarism. But comprehensive statistics were not to be had except by years of research.

However, the evidence collected justified the committee in coöperating with its affiliated organizations to secure legislation, and, counting on the moral interest of the public to promote the effort, we made the question one for practical and immediate decision. Results apparently justify the policy chosen. A bill was unanimously passed by the Legislature of New York State excluding any person under twenty-one years of age from this occupation between ten o'clock at night and five o'clock in the morning.

What Has Been Done.

To what extent our mission has been fulfilled is in part indicated by an analysis of the important laws enacted in the interest of working children in the six legislative years since the committee was formed. For convenience the states are divided into three groups, the western states being those west of the line from Minnesota to Louisiana.

Legislation Secured in Six Years.

	NUMBER OF STATES.			
	North	South	West	Total
Child labor law first passed..	1	3	1	5
Compulsory education law first passed	—	4	3	7
14 yr. age limit in factories and stores	6	4	7	17
14 yr. age limit in mines.....	2	3	4	9
Eight-hour day	4	—	7	11
Other reduction of hours....	6	8	2	16
Prohibition of night work under 16 years.....	7	4	7	18
Proof of age required.....	8	2	7	17
Certificate of physical fitness to work	10	—	3	13
Enforcing agency established	1	9	4	14

In addition Congress has enacted a fair law for the District of Columbia. Also many states have perfected their laws, especially in administrative details, to a degree not indicated by this rough table.

A record of what the public has achieved does not, however, tell even half the story. Omitting details, the following table shows the chief defects against which public interest must continue to be systematically organized in a militant campaign:

Serious Defects in Child Labor Laws.

	NUMBER OF STATES.			
	North	South	West	Total
Children under 14 yrs. may work in factories, etc.....	4	7	2	13
Children under 16 yrs. may work at night.....	11	8	14	33
Children under 16 yrs. may work more than 8 hours a day	15	10	10	35
Children under 16 yrs. may work in dangerous occupations	9	9	7	25
Boys under 16 yrs. may work in mines.....	8	11	9	28
Proof of age is not required in	6	10	7	23
No adequate system of factory inspection	2	4	4	10
Boys under 18 may work as night messengers	19	11	14	44

Unregulated Industries.

All states with important canning industries employ children without restriction; the chief cities in which clothing, artificial flowers, and other articles are made in tenements are without laws to protect little children; and, with the

exception of Boston, Cincinnati, and Milwaukee, none of the large cities have more than made a beginning in the regulation of street trades.

A Uniform Law.

Standards have been successfully applied in a number of states which, if generally adopted, would speedily solve this whole problem. The adoption of the uniform standard law so long advocated by the National Consumers' League, the National Child Labor Committee, and affiliated organizations, is now championed by a special committee of the Commissioners on Uniform State Laws and thus brought directly to the attention of the leading legal minds of the country. Its adoption would bring order out of the general confusion which now complicates this program of reform.

Federal Children's Bureau.

During the past four years the National Child Labor Committee has led the campaign for the establishment of a Federal Children's Bureau. The purpose of this bureau is to investigate and report on all questions pertaining to the welfare of children and child life, especially to investigate infant mortality, the birth rate, physical degeneracy, orphanage, juvenile delinquency, juvenile courts, desertion and illegitimacy, dangerous occupations, accidents and diseases of children, employment, and all matters pertaining to the health, efficiency, character and training of children. Practically every national organization interested in children has endorsed the measure, recognizing that this authoritative government service would be of incalculable advantage to all private and state activities in the interest of children.

UP-TO-DATE FACTS ABOUT THE NATIONAL CHILD LABOR COMMITTEE.

Investigation.

The National Child Labor Committee employs a corps of expert investigators to study and report on conditions of child labor throughout the country.

Literature.

We publish pamphlets, leaflets and an annual volume dealing with all phases of the problem and welcome their use by all who apply.

Exhibit.

Photographs, charts, diagrams and actual samples of material on which children labor are assembled in a valuable exhibit in charge of a skilled representative and available for display in any city.

Lantern Slides.

Sets of stereopticon slides, carefully selected from the thousands of photographs secured in our investigations and showing children at work, their home environment, and the constructive features of our program, are prepared for rental at a nominal charge. A typewritten lecture accompanies the slides.

Lectures.

A corps of public lecturers are available for lyceums, school, club and public lecture courses on terms far more reasonable than are customary through lecture bureaus on less popular topics.

Offices.

The offices of the committee are in New York City, Washington, D. C., and Cincinnati, Ohio.

Local Committees.

Twenty-seven state committees are affiliated with us and other committees are in process of formation.

Co-operation.

We are in direct correspondence with citizens in twenty-five states who solicit our aid in improving their child labor laws during the coming winter, and are directing the campaign for the establishment of the Federal Children's Bureau.

Membership.

A contributing membership of 5,000 persons unites to supply the funds necessary to carry on our work. These members are graded according to amount of contributions, as associate members (contributing \$2 and over), sustaining members (contributing \$25), and guarantors (contributing \$100 or more). But aside from suggesting the larger amount to those who can afford, the classification is for office convenience, as all members have equal rights and privileges. Last year we expended \$50,000 and will need \$60,000 this year.

At Your Service.

Requests for literature, exhibit, slides for rental, or speakers; inquiries about plans and methods; or applications for membership will receive cheerful and prompt attention.



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General Statement

regarding

Vocational Education

by the

National Child Labor Committee

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Leaflet 66

GENERAL STATEMENT REGARDING VOCATIONAL EDUCATION

By the NATIONAL CHILD LABOR COMMITTEE

1. The purpose of child labor legislation is to secure to the child the opportunity for proper, balanced, normal development. The child labor problem cannot, therefore, be separated from the educational: to protect the child without providing for his education is impracticable.

2. The public school system of this country should be directed toward creating in its pupils genuine American citizenship and providing for all-around development in particular on its social side, which must, naturally, include vocational efficiency. No pupil should be regarded as predestined to enter industrial or commercial pursuits, but his natural aptitudes should be studied with every care. No matter though the outlook be slender for a future corresponding to his natural bent, there should never be the presumption that this future will be frustrated by poverty or other unpropitious circumstances. Vocational guidance should seek to achieve congruity between the vocation actually followed and natural fitness.

3. Students of industrial conditions have repeatedly shown that, with the possible excep-

tion of agriculture, there is very little opportunity for vocational training in the jobs now open to children under sixteen years of age. We believe that the age limit for employment should be gradually raised to sixteen years, so that children expecting to enter industry may obtain the full benefit of the pre-vocational education which the schools should provide. We believe that the period of control should be extended by the school authorities for purposes of education and training at least to the eighteenth year. We believe that the most efficient training for any industrial career can be consummated only through a system which combines classroom education and employment, whereby each supplements the other, rather than by a complete exclusion from industry. The child in industry should continue his education, the time set apart for his schooling being taken from his regular work hours. Teachers and employers would thus co-operate to secure his best development, and the employer as well as the teacher should be considered a servant of the public. The child's welfare rather than his earnings should be made the objective, and while under wise management such employment may be profitable to both the child and the employer, the conditions of employment should be under public control.

Specifically, there should be applied such reasonable restrictions as are now embodied in the proposal for federal legislation, to wit: the sixteen-year age limit for employment at dangerous occupations; the fourteen-year age limit for ordinary occupations; and, for children under sixteen, the eight-hour workday, and prohibition of night work; there should also be requirement of physical fitness and knowledge of reading and writing English, geography, American history, and the fundamentals of arithmetic; and wherever local conditions permit, as for example at present in Ohio and some other states, the fifteen-year minimum should be established.

4. For young persons who have already started to earn their living without the benefit of this systematic training, the public school should afford an opportunity to promote further their education in the theory and practice of their vocations and in citizenship and social development.

5. The change in the direction of the standards set forth in the preceding paragraphs of this statement should be made through adjustments gradual enough to give the schools a chance to meet the situation.

TO THE NATIONAL CHILD LABOR COMMITTEE

105 East 22d Street, New York City.

I { give } \$ to the Child Labor
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Campaign this year.

Enroll me in your membership and send me your publications.

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